

A Time to Celebrate!

As Teamsters, both active and retired, we have more to celebrate in these closing weeks of 1988 than any other trade unionists in the United States, in Canada, or in the world.

We would, of course, have little to be thankful for, if it were not for the fact that we live in the two strongest, most prosperous nations in the world. All we need is a glimpse of what life is like in other nations for us to count our blessings. It seems that the most impoverished of Americans and Canadians are better off than the middle class in so many other nations. We often hear of the productivity and success of nations on the other side of the Pacific, but what do workers there have to show for their nations' achievements? The people of those nations are surprisingly better off than many people elsewhere on the globe, but they live in what we consider poverty.

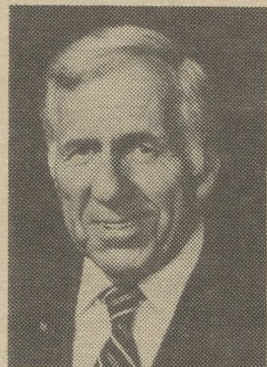
Not only do we North Americans have material well-being and a high standard of living for a very large percentage of the population, but we also have freedom and democracy, as well as a government of, for, and by the people. Our system isn't perfect yet, but it's certainly the best there is in the universe.

During much of this year, we Teamsters have concerned ourselves with election politics and with pushing for pro-labor legislation in the U.S. Congress. We have been the benchmark for political action, the one union by which all others take their measure. More than any other labor group, we have made our presence felt on Capitol Hill, in Ottawa, and in state and provincial capitals from the Atlantic to the Pacific. The year 1988 has taught us that, as a united political force, we Teamsters can accomplish almost anything—that the Teamster membership has few limitations on what it can achieve. Never in the history of organized workers have the members of any one union been the envy of all workers on the globe. For all this, Teamster members can give thanks in 1988, and look forward to even greater achievements in the coming year.

Much of our success in 1988 is owed to our versatility and our trade union solidarity. These two traits are a large part of the secret of this union's success and have enabled the Union to adapt to changing conditions and concerns facing us in modern times. The changes to which the Teamsters Union has adapted over the past twelve months have strengthened us and made us better prepared to face the serious challenges on the horizon.

For our families and for their security and happiness we are always thankful, but at this time of year our appreciation of our families takes on added significance. This year, we can be grateful that family issues such as child care and parental leave are being given the attention they deserve on a national scale.

In this holiday season, when we give thanks, when we take an account of the past year, and when we celebrate the beginning of the New Year, may all Teamster members feel richly and deservedly blessed. Let us count all our blessings—those which are our birthright and the many which we have earned.



Fraternally,

William J. McCarthy

William J. McCarthy
General President

Serving more than 70,000



NORTHERN

TEAMSTER

Teamsters & their families



CALIFORNIA



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December 1988/January 1989



Election victories

State Labor hopes high

by Gerald O'Hara
Legislative Representative

The major labor victory at the polls last month was Proposition 97's passage. The budgeting of the Cal-OSHA worker safety program ordered by the voters will leave the Legislature and the Administration to work out the details and the process may take from weeks to months to fully accomplish. The victory of Proposition 97 in the face of an active opposition by the Governor is a most significant one.

The election changed things little overall, and the Teamsters go into the 1989-90 session of the California Legislature with confidence that we'll be able to maintain our position at least as well as we did in the 1987-88 session.

There is the same balance in the Senate, twenty-four Democrats, fifteen Republicans, and one Independent. There is an increase in the Democratic major-

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Major change on two-thirds rejection vote

The controversial rule that a two-thirds vote is required for Teamster Union members to reject a proposed contract was changed by the IBT Executive Board at its recent meeting in Grenelefe, Florida.

The board approved an amendment to the International Constitution which makes a simple majority vote sufficient to reject a tentative contract, provided that a majority of the eligible members vote. A two-thirds rejection vote will still be required if less than half the eligible members vote.

Election

(from Page 1)

ity in the Assembly to forty-six Democrats, thirty-three Republicans, and one vacancy caused by the death of Assembly Member Curtis Tucker.

Teamster recommendations on statewide ballot measures were successful with the exception of Proposition 95, the hungry and homeless measure which was defeated.

Two donations were made to fund the "Yes on Proposition 97" effort on behalf of California Teamsters by the International Brotherhood of Teamsters General Executive Board in response to requests by International Vice Presidents Mike Riley and Jack Cox and International Representatives Chuck Mack and Nobby Miller. The total Teamster contribution was \$150,000 toward the effort to make the workplace safer for our members and all California workers. Interestingly, these contributions could not come from DRIVE funds because Federal law does not allow Political Action Committee funds to be used for initiatives. But, DRIVE made considerable contributions to California candidates.

Target U.I.

In the social insurances, I expect further efforts to change eligibility standards in unemployment insurance and a renewed effort by management to reform California's Workers Compensation Insurance program. The Dukmejian administration has already contacted us about future discussions on U.I. eligibility, and the eight-year-long Workers Compensation reform effort started under Governor Edmund G. Brown, Jr. has been fueled again by still-another insurance carrier announcement of an increase in Workers Compensation insurance premiums. Interestingly, the State Compensation Insurance Fund claimed that it needed no increase in premiums.

Depending on the outcome of the present California Public Utilities Commission hearings on regulation of trucking rates, we may see another active agenda on this issue at the legislature.

(USPS 395-880)

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Teamsters set agenda for upcoming 101st Congress



Conservatives and organized employers who oppose federal programs like to push the idea that Congress is packed with wild-eyed people who want to pass laws about everything under the sun. The reality is that it usually takes years to pass legislation to deal with serious national problems.

For example, it took fourteen years to enact federal aid to elementary and secondary schools. It took a decade or two to pass Medicare and to pass the job safety and health law.

The International Brotherhood of Teamsters knows that it takes struggle and that the gains won at the bargaining table often must be protected in the legislature.

So it is that the Teamsters union looks forward to the 101st Congress, toward the next round in labor's long battle to improve the lives of union families and all Americans. Congress reconvenes on January 3rd.

At the top of our agenda are: federal action to outlaw union-busters; an overdue increase in the minimum wage; health insurance for all; safe and affordable day care; parental leave for workers with a newborn or sick child. Other key issues include an end to double-breasting, protection of our pensions, and pay equity.

The National Labor Relations Act provides that workers have the right to unions of their own choosing. But anti-union employers have fostered a profitable industry of some 5,000 union-busters. We must renew our fight to abolish their interference in the right of workers to organize.

We have shown that the IBT and our allies can win. We fought for and won the big highway bill over considerable opposition; we won plant shutdown notice; and we won catastrophic illness insurance.

It is our responsibility to present the IBT's agenda to the 101st Congress and to have those concerns addressed and acted upon.

—Teamsters News Service

McCarthy tells it as it is, and how it's going to be

More than 2,000 Teamster leaders representing the IBT's various local affiliates, joint councils, conferences and trade divisions, met in Chicago recently to attend a special session called by General President William J. McCarthy.

The meeting was held to update Teamster leaders from all across the country on key issues facing the union, and to review for them the top priorities and concerns of the McCarthy administration. Mindful of the fact that the next International Convention will not take place until 1991, McCarthy had determined to bring together Teamster officials to discuss "where this union comes from, where I come from, and where we together can embark on the future course in the coming months."

Concluding the day-long meeting with a question-and-answer session, McCarthy said he would continue to curtail unnecessary expenses at the International, and would work to create a more democratic union.

"What I am trying to do, I can't do alone. I can do it with your help, with help from all of you," he emphasized. "I will make any sacrifice for this union," he said, "because anything that I have is because of you."

RICO case status

The union leaders were also updated by the General Counsel Jim Grady on the status of the Justice Department's civil RICO case against the IBT. Explaining that the case was in the "discovery stage," with depositions, inter-

McCarthy, Page 7

Teamsters help in search for kidnapped Hayward tot

Northern California Teamster locals and their members were heavily involved at press time in the intensive search for nine-year-old Michaela Joy Garecht of Hayward. The little girl was kidnapped November 19 by a thin young man with shoulder-length blond hair who forced her screaming into his car in the parking lot of a grocery store near her home.

Michaela is the niece of two

Teamsters who are members of Joint Council 7 Locals 291 and 588.

Teamster drivers circulating throughout the state were on the lookout for the ponytailed blond little girl. Also they were distributing some of the thousands of flyers and posters that carry a photograph and description of Michaela and a sketch and description of the observed kidnapper.

MISSING! STRANGER ABDUCTION



Michaela Joy Garecht

D.O.B. 1-24-79

Age: 9
Hair: Blonde (Ponytail)
Eyes: Blue
Height: 4'8"
Weight: 75 lbs.
No Visible Marks



SUSPECT

WHITE MALE ADULT

Age: 18 years to early 20's
Hair: Dirty blond to shoulder
Height: 6'0"-slender
Scars/Marks: Pock marked or pimpled face
Vehicle: Older model large vehicle. Gold or tannish. Ratty condition, possible four door.

Abducted 11-19-88 10:15 AM from front of Rainbow Market, Mission Blvd. at Lafayette, Hayward (south), California

If you have any information on this child, please call the Hayward, CA Police Dept. (415) 784-7051 OR

THE KEVIN COLLINS FOUNDATION
800-272-0012

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150 Executive Park Blvd., Suite 2900, San Francisco, CA 94134

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Name (Please Print)

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Date

A copy of our report is filed with Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

Teamster, AFL-CIO, ILWU leaders link arms, break bread at unity event



HAIL, HAIL, THE GANG'S ALL HERE!—Among those on hand at the labor unity luncheon were (left to right) Teamsters Joint Council 7 President Chuck Mack, Assemblywoman Jackie Speier, Bay Area Union Labor Party President Bob Morales (seated) of Teamsters Local 350, San Francisco AFL-CIO Secretary-Treasurer Walter Johnson, and ILWU President Jim Herman.

Teamsters Joint Council 7 President Chuck Mack, San Francisco AFL-CIO Labor Council Secretary-Treasurer Walter Johnson, and International Longshoremen's and Warehousemen's Union (ILWU) President Jim Herman were weighted down with plaques and awards from city, state, and congressional legislative bodies as honored guests at a labor unity luncheon in San Francisco's Fairmont Hotel last month.

The luncheon, sponsored by the Bay Area Union Labor Party, was held to celebrate the reaffiliation of the three houses of labor in

the Bay Area—Teamsters, AFL-CIO, and ILWU—under the united AFL-CIO banner.

Among the VIP guests on hand were Congresswomen Barbara Boxer and Nancy Pelosi, State Senator Milton Marks, Assemblywoman Jackie Speier, former San Francisco Mayor Joseph Alioto, California Labor Federation Executive Secretary-Treasurer Jack Henning, and Teamsters International Vice Presidents Jack Cox and Mike Riley. Bay Area Union Labor Party President Bob Morales of Teamsters Local 350 presided as luncheon master-of-ceremonies.



ALSO UP FRONT—Labor unity luncheon guests included (left to right) State AFL-CIO Labor Federation Executive Secretary John F. Henning, Mack, Teamsters International Vice President Jack Cox, and former San Francisco Mayor Joe Alioto.

Alioto lashes takeover try

"It's absolutely obnoxious that the United States government should be trying at this very moment to take over the Teamsters Union," former San Francisco Mayor Joseph L. Alioto said at the labor unity luncheon last month in San Francisco.

Unity still key

Alioto, in remarks at the luncheon, recalled the jailing of the late Jack Goldberger in Marin County in 1950 after the Teamsters leader joined the printers in a demonstration outside the struck non-union San Rafael Independent-Journal plant.

"The times have not changed much," Alioto warned the audience of union officials, rank-and-file members, and area political figures. "Labor unions are still under great siege. If you think that Organized Labor doesn't have to unite, as they are uniting here today, to fight the kind of thing that's going on, that will always go on, just think of the obnoxious attempt to take over the Teamsters Union."

"And," Alioto noted, "it still is true that the prosperity of this country, in the ultimate analysis, depends on the prosperity of its working men and working women."

Charge new drug testing rules based on "hysteria"

WASHINGTON, D.C.—The Department of Transportation's new drug testing rules, announced last month, are "unfair, unreasonable, and unworkable," Teamster Safety and Health Director R. V. Durham charged. He predicted that these rules will hit hardest where there is probably the least drug problem—Teamster members working for well-established companies. These drivers are generally regarded as the safest, most responsible part of the trucking industry.

"This rule is based on hysteria, not on facts," Durham said. "We have urged DOT to go out in the 'real world' and evaluate the extent of drug use among truckers, and they haven't done it. The Teamsters have experience with drug testing under the National Master Freight Agreement. Only a fraction of 1 percent of the drivers have tested positive for drugs."

"This new drug testing rule will impose arbitrary and random testing on millions of commercial drivers who do not use drugs, in hopes of catching the relatively few who do. It opens the door wide to use of drug testing as a harassment tool against drivers who do not use drugs."

Rehabilitation ignored

Durham was especially critical of DOT's failure to mandate rehabilitation for drivers who test positive for drugs. "This is important both for the good of the drivers, and for public safety," he said, "but DOT apparently ignored our advice on this, as they did on most aspects of this rule. Without a rehabilitation requirement, drug-testing drivers are not likely to leave the trucking industry—they will just end up working for less selective companies, or driving for themselves as owner-operators."

Citing what he called "a land

speed record for government rulemaking," Mr. Durham said he found it hard to believe that DOT had very carefully studied the hearing record and written comments in response to its proposal. "They got this out only two months after the last comments were received. If this was a pro-worker safety rule, OMB alone would normally sit on it for much longer than that."

"In addition to what this does to the human rights of our members, it is going to heap billions of dollars in new costs on an industry that is already staggering under the impact of deregulation."

Program already exists

"The Teamsters and the unionized companies in the freight industry have been dealing with this for years at the bargaining table. We have a good program that discourages drug use, and at the same time protects the rights of that vast majority who don't use drugs," Durham said.

Under the National Master Freight Agreement, Teamster members who test positive for drugs at their every-two-years DOT physical exam are given one chance to go through drug rehabilitation and return to their jobs. The National Master Freight Agreement also contains measures designed to prevent the use of drug testing to harass workers, and special precautions to guard against "false positive drug tests."

Teamsters get mailers

Joint Council 7's Northern California Mailers Local 15 has been given unchallenged jurisdiction over mailers in Central California under an agreement reached by the IBT with the AFL-CIO Communications Workers of America (CWA).

Under terms of the agreement signed by Teamsters General President William J. McCarthy and CWA President Morton Bahr, the San Francisco-Oakland Mailers Union Local 18, an affiliate of the former AFL-CIO International Typographical Union (ITU), is being deactivated. The ITU has been converted into the Printing, Publishing & Media Workers sector of the CWA.

Teamsters Local 15 represents mailers in the Central California area extending from Santa Rosa south to Fresno and east to Sacramento. Redding Teamsters Local 137 of Joint Council 38 has jurisdiction over mailers in the extreme northern part of the state, including Eureka.

Direct talks resulting in the agreement followed the reaffiliation of the Teamsters with the AFL-CIO.

Film drivers strike over

A 24-day lockout and strike against the Alliance of Motion Picture & Television Producers by Teamsters Local 399 drivers in Hollywood recently ended with the ratification of a new 34-month contract with the producers by the approximate 2,100 drivers. The contract boosts wages 45 cents an hour each year of the contract for most of the drivers and turns back all takeaway demands of the producers.

The Teamsters were locked out at Stephen J. Cannell Productions, Paramount Pictures, and Lorimar Productions. They then set up picket lines and soon were joined by 400 members of Laborers Local 724 and 100 members of Electrical Workers Local 40.

Editorial

"A Night to Remember"

The passage of California Organized Labor's No. 1 issue on the election ballot last month, Proposition 97, which reinstated the financing for the Cal-OSHA worker safety program, was also a defeat for Governor George Deukmejian, who slashed the former supporting funds for it from the state budget last year. However, that wasn't all that happened to the "Duke" on election night. Here is an interesting analysis by San Francisco Chronicle writer Robert Gunnison from Sacramento.

It's election night and you're George Deukmejian.

The televisions are blaring all the great GOP news. George Bush wins. Pete Wilson holds his Senate seat. A great night all around for the party.

But what about you? Two years from tonight, it could be your turn. You've been governor for six years. Do you want to go for 12?

Wilson and McCarthy raised \$21 million for their race. That's a lot of fund-raisers. Voters passed that Proposition 73 last June limiting campaign contributions. You've got about \$1 million in the bank, but it took you more than \$12 million to beat Democrat Tom Bradley two years ago.

What will voters think of you if you run for a third term? Judging by Tuesday's results, you got burned a few times.

You told voters that Proposition 102, the AIDS testing initiative, was a good idea. Only one in three voters agreed with you.

That Bill Honig is in high heaven. You opposed his Proposition 98. The schools were getting their fair share, you said. Voters didn't think so. Honig is going to be unbearable.

You opposed Proposition 99 as a "general tax increase" even if it meant sidling up to the tobacco companies. You always oppose new taxes. Those voters just don't appreciate a man of principle.

You didn't like issuing bonds to rebuild libraries, but voters did.

You tried to kill that pro-labor idea of Cal-OSHA for years, but Californians disagreed.

Even if the voters hadn't done the job, the state Supreme Court might have. What a bunch they've turned out to be. You put in your former law partner and a couple of buddies on the bench. Now they're disagreeing with you. A two-tiered minimum wage was a great idea until those judges came along.

Those judges messed up your chances to pick your successor. Dan Lungren would have been a great candidate. A couple years as treasurer and then, who knows?

Now you've appointed some guy named Tom Hayes to be state treasurer. Good government appointment, you said. But ingrates in your own party are mad because Hayes isn't one of them.

You worked hard to help elect George Bush. But he ran far behind his national average in California. You've pledged not to leave the state in the hands of the Democratic lieutenant governor, Leo McCarthy.

It's McCarthy who blocked you from becoming Bush's running mate. Now some kid from Indiana who likes Jimi Hendrix has got the job.

And McCarthy's still the lieutenant governor. If Bush offers you a job, too bad. You've got to stick to your promise. If McCarthy had beat Wilson, you could have appointed a Republican lieutenant governor.

The Legislature isn't a pretty picture. Democrats, Democrats, everywhere. Assembly Speaker Willie Brown, D-San Francisco, is feeling his oats because he picked up a couple of seats.

Your closest ally, Assembly Republican leader Pat Nolan of Glendale, has been dumped. The FBI is looking at him. Now you've got to deal with the new guy, Ross Johnson. How will it go?

David Roberti, D-Los Angeles, is still president of the Senate. You've never gotten along with Roberti. Even the Republican leader, Ken Maddy of Fresno, is an independent kind of guy. He even likes going to the race track.

You're 60 years old. The kids are almost out of college. Maybe it would be nice to be "of counsel" to some big L.A. law firm.

What to do?



-Duginski, California Journal



President's Report

by Chuck Mack

President, Joint Council 7

Even though there is little more than a month remaining, the Reagan Administration continues its assault on workers' rights to the end. The Administration that began its reign eight years ago by destroying the air traffic controllers union, leaves office with a proposal to randomly drug test over four million workers in the transportation industry.

Under regulations announced last month by Transportation Secretary James Burnley, airline pilots, bus drivers, railroad crews, truck drivers, and even flight attendants, will be required to submit urine to their employers on demand. It will not matter whether or not they have ever done anything to justify suspicion.

To add insult to injury, workers providing samples must allow technicians to observe them in the act!

Secretary Burnley justifies this sweeping action by arguing it is necessary to protect the public. In his words, "The American people demand and expect a drug free transportation system."

While the end the Secretary seeks is laudable, we adamantly disagree with his means. What about the right to privacy, due process, and unreasonable search and seizure? Are they to be suspended for transportation workers? If so, they can be suspended for all workers—even all citizens.

Public safety is always the rationale of those who seek to abridge rights of the individual guaranteed by the Constitution. Burnley's argument carried to the logical extreme can be used to justify random drug testing for all citizens in the interest of a drug-free society, of course.

Constitutional reasons aside, Teamster representatives and members have particular reason to be bitter about the Administration's random proposal.

First, the Teamsters have in the past urged the Department of Transportation to go into the field and evaluate truck driver drug use to determine the

extent of the problem. The DOT took no action.

Second, only two-tenths of one percent of Teamster members have tested positive under National Master Freight drug testing procedures. This information was provided to the DOT and Congress last year.

Third, the Teamsters, and union freight companies, have pioneered in employee drug testing. Pre-employment, probable suspicion, and DOT physical examination concurrent testing, have been a part of the freight agreement for the past five years.

The Teamster program roots out addicts, discourages use, and provides for rehabilitation. Most importantly, it protects the rights of the vast majority of our members who don't use drugs.

Secretary Burnley and the Administration have chosen to ignore Teamster suggestions and our experience with truck driver drug testing. Their proposals were formulated in the proverbial vacuum. The result, a program that will (1) cost two billion dollars annually, (2) fail to effectively deal with independents and gypsies, (3) provide no rehabilitation, and (4) sacrifice the Constitutional rights of workers on the altar of public safety.

It is a program that seems more concerned with making workers the scapegoats for post-regulation transportation safety problems than dealing with the real drug problem.

If there's a saving factor in the process, it will be the courts. Several lawsuits have already been brought challenging testing in general, and random testing specifically. The Teamsters International Union has given indication that it too will file a suit asking that the regulation on random testing will be scrapped.

With a little luck and a lot of justice, these latest worker restrictions will not see the light of day.

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Or drop by the T.A.R.P. Growth Center at
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All inquiries kept strictly confidential.

Local 70 News

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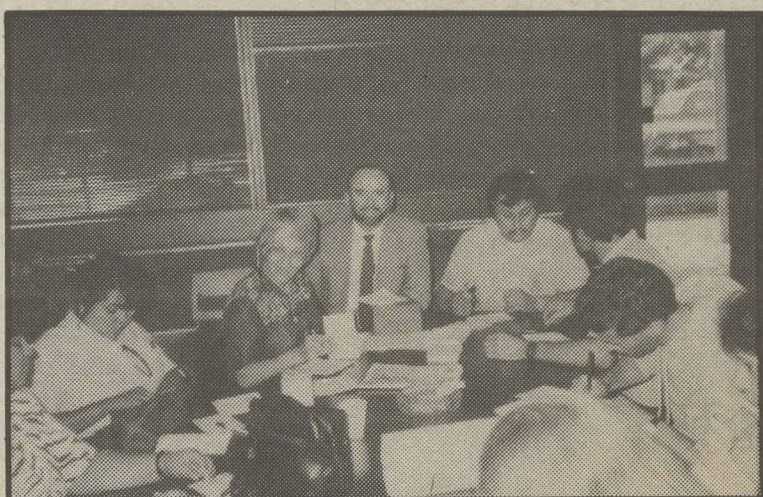
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Persistence gains pension benefits in Laidlaw talks



NEW MEMBERS—New members at Laidlaw Transit are signed up by Local 70 Business Agent Gabe Ybarrolaza (with tie), Local 70 staffer Jayne Calkins (with glasses), and Shop Steward Rebecca Gomez (left of Calkins).

Business Agent Gabe Ybarrolaza, representing the employees at Laidlaw Transit, finally reached an agreement with management after eighteen months of negotiations.

Local 70 initially began its efforts to organize this Livermore-based bus company in 1982, and finally succeeded in November, 1986. The effort was stalled by countless roadblocks from legal actions, NLRB obstacles, both locally and nationally; sale of the company, and the impoundment of election ballots. Despite these numerous problems, the union, through its per-

sistence, prevailed. The election was won and negotiations began in January, 1987.

Laidlaw transit is a national company with over ninety Teamster contracts. Not a single contract provides for a pension. Gabe dedicated himself to negotiating a pension for these deserving employees, establishing the position that the major difference between a union and non-union company is a PENSION.

Back credit

The company eventually agreed to participate in the Western Conference of Teamsters Pension Trust Fund. This turned out to be a windfall for the newly-organized members. Upon researching the company's contracts, Gabe noticed that Laidlaw's contract with a Southern California local had a pension agreement with the Western Conference of Teamsters Pension Trust Fund. Although it had not increased from five cents (5¢) per hour for many years, it was still active. Under the Trust's rules, this made the Laidlaw-Livermore employees eligible for credits for each past year worked up to ten years. Some of the employees will have their pensions vested while having only worked 500 hours this year.

Local 70 welcomes its new members. Perhaps when we ride the buses in the Livermore-Amador Valley, we will greet them accordingly.

Three-year PIE pact

Teamster members employed by PIE ratified a new three-year agreement this past month. Of 5,656 votes cast, 4,770 approved the agreement and 886 voted against it. The new agreement contains a profit-sharing program and also maintains the stock-ownership (ESOP) that the company offered employees two years ago.

Outside of the profit-sharing program, the company has agreed to become a party to the full National Master Freight Agreement with wage retroactivity to April 1, 1988. The company also agreed to implement health and welfare and pension increases provided in the Freight contract.

Because the new contract contained profit-sharing, it had to be approved by 75 percent of the employees voting. Business Agent Bob Bell, who represents PIE employees in our jurisdiction, advises that the contract was ratified nationally by 84.3 percent of PIE members. Local 70 members approved it by a margin of sixteen to three.

Well-Med is signed up

Local 70 Business Agent Bill Walsh organized Well-Med Distributors this past month and succeeded in signing the firm to a labor agreement. Well-Med, which is a medical gas distributor, was recently purchased by Airco Products.

Airco, which has collective bargaining agreements with Local 70, initially attempted to operate the newly acquired firm non-union. Walsh was successful in signing the employees to pledge cards, then approached Airco for recognition. At first the company balked. The Local indicated it would take economic action against Well-Med and Airco. A recognition agreement was reached.

As part of the agreement, the company agreed to include Well-Med employees under provisions of the existing driver agreement.

Oakland waterfront wage, benefits problem solved

A major problem for Local 70 at the Oakland waterfront was corrected this past month when employees at Leaseway Forklift ratified a new three-year collective bargaining agreement.

The new contract will establish parity for all forklift waterfront operations. It brings to an end the pressure for wage and benefit cuts that was created when Fork-it Forklift brought a sub-standard contract into Oakland four years ago. Fork-it, to avoid organization by Local 70, signed an agreement with a Southern California Teamster local and then imported the contract to the Oakland waterfront for their newly-established operation.

Varela acts

Business Agent Dan Varela was assigned responsibility to organize Fork-it and eliminate the low-wage and benefit disparity. Varela first contacted the Southern California local union and received approval to transfer Fork-it employees to Local 70. Secondly, to avoid employer objections and ensure the local's right to negotiate an agreement, Varela organized the company's employees.

Fork-it was then sold to Lease-

way. Leaseway met with Varela and recognized Local 70 as the bargaining agent for their employees. Negotiations commenced shortly after recognition and resulted in a new agreement retroactive to April 1, 1988, with a first-year increase of \$1 per hour. Second and third year increases are 50 cents per hour and the contract provides for pension increases and no progression or casual rates of pay.

The pact will set a standard for all forklift companies operating on the waterfront.

Two more agreements

Business Agent Pete Gemma reports that new three-year agreements have been reached at Barkoff Container and Theatre Transit. Both companies have been party to the National Master Freight, but this time around asked for individual negotiations. After several different meetings with both firms, Gomez reports agreement was reached.

The new contracts provide for wage increases and pension increases over the three-year life and were approved overwhelmingly by Local 70 members at both locations.

Exxon finally gets election

Local 70 has filed a petition to represent employees at the Exxon Warehouse in San Leandro. Last year Local 70 Organizer Bill Walsh attempted to organize the firm, but the employees were "bought off" at the last minute.

Exxon spent thousands of dollars on employee meetings, employee dinners, and even trips, to persuade the employees to remain non-union. However, the promises made to the employees by the company did not materialize. Realizing that they had been "taken," employees have again requested representation by Local 70.

The election was to be held in late November.

Nabisco has new contract

Local 70 members employed at Nabisco unanimously ratified a new three-year agreement in mid-November. Business Agent Larry Dias advises that agreement was reached after an all-night negotiating session. At that meeting, the company retreated from its position of takeaways and engaged in realistic bargaining, according to Dias.

"The final agreement is fair. It meets the needs of our members for the next three years," Dias said. The new pact replaces the agreement that expired in April of this year and provides for wage increases, pension increases, and maintenance of member health care benefits.

Coca-Cola ponies up

Don Gomez ordered a pension audit at Coca-Cola after reviewing the company's pension contributions report. Gomez knew the company had erred and felt that the situation could only be corrected by a full audit.

The Trust found that Coke had been over \$7,100 short in payments to the Trust and advised the company to come up with the money.

Gomez expressed his appreciation for the quick action of the Pension Trust auditor. "They've saved our members time and money by responding to our request," Gomez said.

Commentary

Fleming strike brings thoughts on "scab" roots

by Darold L. Wright
Recording Secretary

Being involved in the Fleming strike as I am, I have had pause to think at considerable length about "SCABS."

Websters New World dictionary defines a SCAB as meaning "a worker who refuses to join a union, or who replaces a striking worker." Philosophers, authors and independent thinkers have all written their interpretations of what they think a SCAB is. Probably the most well known of these was the author Jack London. His definition, or more appropriately, his description, is not as conservative as Websters.

What conditions in our society create a SCAB? And just as importantly in my view, why does society as a whole tolerate a SCAB?

Political base

It seems to me that the overriding reasons for SCABS to exist, to begin with, are political. That is, the political climate of the country creates the position in the political scheme of things for the SCAB to exist. If the political climate is such that the demands of labor are perceived by the public at large as not being in their own personal best interest, then surely strikes will result in the public not supporting labor. As a result, a need for SCABS develops, with public sanction.

On the other hand, if the public at large is in support of labor, once again in the public's personal self-interest, then SCABS are not condoned and are not utilized extensively. The reason, of course, is because the public will boycott those businesses that utilize these people, and will bring pressure to bear on the elected public officials to put a stop to the use of SCABS.

Only here

The United States is the only country in the Western civilized world that allows employers to replace permanently workers who have chosen to strike. The reason for that is because the private sector in this country wants to have at their disposal the ultimate weapon to control the work-

ing person. Job security. And the fact is, employers have been able to maintain that weapon through the political process.

The argument has always been made by the politicians, right, left or down the middle, that the National Labor Relations Act and other such labor laws protect the worker. In my opinion, that's a lot of nonsense. As the attorney business in this country has become more entrenched in the day-to-day aspects of everyone's life, they have attained particular influence over the labor laws and their interpretation in this country. As a result, it is now my perception that labor laws do nothing more than keep control of the worker's right to strike and, in fact, limit the worker's options with respect to economic action.

One of the options recently made available to labor is the leaf-letting of employers who continue to do business with a struck company. This decision was the result of the United States Supreme Court in the "DeBartolo" case. This decision was lauded by labor unions nationwide, and embraced as a victory. My feeling is that they did nothing more than give us the right to do, under law, that which we already should have had the right to do anyway.

Public attitude key

The convoluted thinking that says that companies have the right to merge, close plants, fix prices, and, in general, do whatever they please, all in the name of profit, is the same thinking that would and has denied working people the right to earn a decent living and have some job security.

When the public finally decides that company takeovers, mergers, and the like do nothing to add to the productivity of this country and its gross national product, when politicians finally decide to meet their fiduciary responsibilities to the public, and companies decide to develop responsible policies with their employees as opposed to adversarial ones, then, and only then, will we see the demise of the SCAB.

Holiday G

The officers, officials and staff of Local 70 their families a Merry Christmas

Family and medical leave lack costs U.S. workers, taxpayers a "bundle"

WASHINGTON, D.C. (TNS) —The lack of family leave for employees costs workers and taxpayers in the United States an estimated \$715 million each year. Women workers bear a disproportionately large share of the burden of these costs. These were among the findings of a study released this year by the Institute for Women's Policy Research (IWPR) and the American Association of University Women.

The study, entitled, "Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave," analyzes costs borne by workers, directly and indirectly, in connection with the birth or adoption of a child, with illness, or with caring for elderly parents.

The Government Accounting Office estimates that providing parental leave would only cost employers approximately \$102 million. Contrasting that figure with the cost of *not* providing such leave—\$715 million—is nothing short of pure fiscal folly, especially when the issue of lost productivity in the workplace is factored into the equation."

U.S. behind

This report demonstrates how crucial this legislation is for a society such as ours—one that claims to be "family-oriented." It is shameful not to have legislation providing job protection for care of dependents or for birth or adoption of a child. It is time the United States caught up with every industrialized and many developing countries in the world. There are 100 countries that provide some period of job-protected maternity leave and wage replacement. Business leaders

should realize that productivity and loyalty will soar when employers and employees together tackle the problems facing working families.

"Unnecessary Losses" analyzes a variety of indicators of costs or economic consequences to workers and taxpayers, including annual work hours, unemployment hours, hours out of the labor force, hourly wages, annual earnings, and income from public transfer programs.

Birth costly

Among the findings reported in the study are:

- After the birth of a child, the annual earnings of working women in the study dropped by \$3,000 in the birth year and \$11,000 in the following two years compared to women who had no children. These losses alone, when generalized to the entire population of working women who gave birth, would represent tremendous lost earnings to American working women and to society.
- Women who gave birth, but who had no leave beyond vacation, lost an additional \$631 in the birth year and an additional \$457 in the following two years. These losses when generalized to the entire population of working women who gave birth, without leave, would represent an additional \$607 million in lost earnings. Also, women who gave birth, but had no leave, cost American taxpayers \$108 million more in income assistance payments than women with leave. The total cost to workers and taxpayers of not having parental leave is \$715 million.
- Black women experience a 32 percent drop in earnings compared to a 26 percent drop for white women in the birth year. The gap disappears in the two years following birth because of the significantly higher number of hours worked by black women.
- Economic equity between the sexes declines by 60 percent during the three-year period extending from one year before the birth of a child to two years after.

In connection with absences because of illness or to care for

sick children or elderly parents, the study found:

- American workers lose enormous amounts in earnings due to increases in unemployment and out-of-labor-force hours, and decreases in wage rates. The total cost of these lost earnings, when generally applied to the entire population of workers, totals \$100 billion. Illness particularly worsens the disparity in earnings between black and white men. In the year before such an absence, black men earn, on average, \$9,000 less than their white counterparts. During the two years after an absence of more than 50 hours for illness, that difference grows to 25 percent.
- The loss of earnings for people, predominantly women, who care for elderly parents is \$4.8 billion annually.

The six-month study was funded by the Ford Foundation, and the Communications Workers of America assisted with printing costs.

UPS errs, must pay up

Local 70 Business Agent Gabe Ybarrolaza felt something was amiss after reviewing UPS pension contribution reports. It did not appear that the company was paying properly in some cases and on all hours in others.

At Ybarrolaza's request, the Pension Trust initiated an audit of the Oakland operation. Ybarrolaza was right. The company had erred in payments to the tune of \$9,300!

The Pension Trust has ordered UPS to make payment immediately, and Local 70 will monitor to insure compliance. Ybarrolaza's quick action insured collection of contributions and full pension credits for the employees involved.

Local 70 representatives are particularly alert on the question of pension shortages and over the years have collected hundreds of thousands of dollars in back payments.

LOCAL 70

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
Darold L. Wright

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Own.-Op. Division Line Division Director
Director Alex Ybarrolaza Ernie Freitas
Dispatcher and Picketing/Organizing
Committee Director Noel Eben

Greetings

Local 70 want to wish all of our members and families a Merry Christmas and a Happy New Year.

Details of new drug testing regulations for truck drivers spelled out by IBT

Here are some details on the new drug testing regulations as distributed by Teamsters General President William J. McCarthy:

On November 14, 1988, the U.S. Department of Transportation announced new drug testing regulations for truck drivers. The new regulations call for five kinds of testing:

- Pre-employment
- Random
- After any reportable accident
- Reasonable cause
- With the DOT physical exam

Companies with fifty or more drivers must have drug testing programs by December, 1989. Companies with less than fifty drivers will have until December, 1990.

This applies only to drivers of trucks in interstate commerce over 26,000 pounds GVWR, or placarded for hazardous materials.

Random testing

Motor carriers will be required to conduct a number of random drug tests each year which is at least equal to 50 percent of the number of drivers subject to testing. These tests must be unannounced, and all drivers must have an equal chance of being tested.

Reasonable cause testing

Drivers can be tested for "reasonable cause" when the motor

carrier believes the driver's actions or appearance or conduct on duty are indicative of drug use. The conduct must be witnessed by two supervisors, if at all feasible. One supervisor is acceptable if that is all that is available. The witnesses must have been trained in detection of probable drug use by observing a person's behavior. The witnesses must document the driver's conduct in writing within twenty-four hours, or before the test results are released—which ever is sooner.

Post-accident testing

A driver must produce a urine specimen for drug testing as soon as possible, but not later than thirty-two hours after any reportable accident.

A reportable accident is one that results in death, bodily injury to a person who immediately receives medical treatment away from the scene of the accident, or property damage of \$4,400 or more.

It appears that the driver is responsible for seeing to it that the urine sample is correctly collected and sent to an approved laboratory.

This drug testing requirement is regardless of who is at fault in the accident.

Periodic testing

Once a motor carrier's drug testing program is in place, a driver must be tested once during the

driver's next DOT medical exam.

Once the carrier's random testing program is geared up to the 50 percent annual testing rate, the next calendar year the motor carrier can discontinue testing at the DOT medical exam. (This will need further clarification from DOT.)

Pre-employment testing

Motor carriers must require pre-employment drug tests of all drivers they intend to hire or use.

Test procedures

In a separate regulation, DOT spells out the procedures for collecting the samples, laboratory analysis, and reporting results. This regulation tells the employer exactly what drugs to test for, and stipulates cutoff levels for each drug on both the screening test and the GC/MS confirmation test. No drug test can be reported as positive until a doctor reviews the lab test results, gives the driver an opportunity to discuss the test results, considers any other possible explanation, then verifies the result as positive.

Other transportation modes

At the same time that DOT's Federal Highway Administration issued these drug testing regulations, other agencies of DOT also issued similar regulations covering airlines, railroads, mass transit, water transportation, and pipelines. Additional information will be sent to the Locals regarding the airlines.

Effect on collective bargaining

These regulations open up several areas that will need to be addressed through collective bargaining . . . beginning with questions of how drivers will be selected, notified and sent for testing, and carrying right through virtually every step of the process to questions regarding discipline and rehabilitation. *Remember:* We have about a year before this must be implemented in the larger companies, and two years in the smaller companies.

For more information

Local Unions can get copies of the new DOT drug testing rules for truck drivers by sending a



Secretary Treasurer's Report

This year has seen one major battle after another to protect wage and benefit levels enjoyed by our members. The year started out deceptively. We had prepared for protracted and even bitter Freight negotiations. Talks were not easy, but went smoothly. An agreement was reached prior to contract expiration and was ratified by Local 70's membership, and Teamster members across the country. The contract did not have take aways, and significant improvements were made in progression rates and pension.

If Freight was easier than we thought, Fleming Foods and the chain store contracts were much more difficult. Members at Fleming Foods struck seventeen weeks over an implemented agreement that cut wages and benefits between four and five dollars an hour. Local 70, 150 and 856 picket lines were extended across the nation, and over 4,000 Teamster members walked out in support. Teamster solidarity and the support of International President Billy McCarthy were indispensable to a final agreement. The settlement provides for arbitration of the full Fleming collective bargaining agreement, and as this article goes to press a request has been made of both Fleming and the International for the selection of an impartial arbitrator.

Though difficult, the Fleming battle was successful. We put together a network of support across the country. This is the first time that a strike of this magnitude has been initiated in the grocery industry. We also cost Fleming tens of millions of dollars. Their third-quarter reports show profits down by 33 percent. Even they attribute losses to a labor dispute. Most importantly, Fleming did not have its way. The agreement to arbitrate means that final settlement will not be determined by the company alone. We're confident an arbitrator will be able to sort through the issues. We'll do well.

As soon as the Fleming dispute ended, Local 70, along with other Northern California Locals, took on Lucky and Safeway. After two weeks on the street, an agreement was reached that provided for modest economic improvements and no takeaways. The unions succeeded in improving progression and casual rates, and eliminated two-tier holidays and vacations.

The Car Haul industry was a different story. Agreement was not easy, but at least it came without a strike. The employers' first proposal to Teamster members nationally contained economic improvements, no takeaways, and the Negotiating Committee's recommendation to accept. Members rejected the agreement by a substantial margin. On the verge of a strike, negotiators from both sides reached a new agreement containing a number of language changes, resubmitted the contract, and it was approved overwhelmingly.

As 1988 winds down, we still have not finalized agreements with a number of Freight companies—Crescent, DiSalvo, Peters, and Airborne. In the case of Crescent and DiSalvo, members have rejected the employers' proposals, and a strike at either or both of these firms is a real possibility.

Local 70's 1988 contract negotiations mark the end of concessionary bargaining, notwithstanding the fact that profit-sharing programs and ESOP's have found their way into some Freight agreements. The Freight, Car Haul, and Chain Store contracts send a message to employers loud and clear: demand takeaways or roll-backs at your peril.

Politics, too

We also succeeded in making gains on the political front in 1988. Even though Michael Dukakis lost the presidency and Leo McCarthy was not elected to the United States Senate, we elected every democratic congressional incumbent in the Bay Area. Also elected by wide margins, with our support, were State Assembly and State Senate candidates who have been responsive to the needs of our members. The election result ensures that the Congress, State Senate, and Assembly will remain in the hands of individuals that support organized labor. Governor Deukmejian did not fare well this past November. Voters rejected his position on school finance, cigarette taxes, the AIDS Initiative, auto insurance and Cal-OSHA. Our mem-

MACK, Next Page

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.

2nd Tuesday night phone: 569-7171 Day phone: 569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within 30 days of disability; also, dues for the previous month must have been paid on time.

SICK BENEFIT COMMITTEE

Chairman—Frank Arroyo

Co-Chairman—Lee Hafley

Recording Secretary/Auditor—George Wells

Members: Dave Buswell, Fred Erdman, Bob Corby, Mel Isola, Tony Lara, Louis Marchetti, Frank Young, Marty Martinez

Ron White, Bob Yolland

Honorary Members: Vern Fielder, Joe DeSilva

TEAMSTERS LOCAL 70 BLOOD BANK

70 Hegenberger Road • P.O. Box 2270 • Oakland, CA 94621-0170

(415) 569-9317

FRANK ARROYO
Chairman

FRED ERDMAN
Co-Chairman

written or TITAN request to the IBT Safety and Health Department. Locals representing workers in other transportation modes can also get copies of those drug testing rules from the Safety and

Health Department.

If you have any questions about these rules, please contact Mr. R. V. Durham, Director, Safety and Health Department at (202) 624-6960.

Penalties after January 1 for unpaid minimum wages

California employers paying less than the \$4.25 hourly minimum wage to any regularly tipped employee will face penalties and interest charges if any portion of those wages remains unpaid after January 1, 1989, State Labor Commissioner Lloyd W. Aubry, Jr. announced.

The announcement came as part of Aubry's plan to implement the Supreme Court decision retroactively, invalidating the Industrial Welfare Commission's (IWC) \$3.50 "alternative minimum wage" that went into effect last July 1. The Court's action means that tipped employees who had been paid \$3.50 per hour if they made at least \$60 per month in tips under the IWC's July order, must now be paid the \$4.25 minimum wage.

The Court's decision requires that any employer who paid less than the \$4.25 per hour minimum

to any tipped employee, must pay the employee the difference between the wage which was paid and the required \$4.25 per hour minimum, retroactive to July 1. The Court's decision was final on November 30, and the unpaid minimum wages are due and payable on that date.

In order to encourage swift payment, the Division of Labor Standards Enforcement is permitting a "grace period" until January 1, 1989, to employers who pay all unpaid minimum wages due to current and former employees. During this "grace period" no penalties or interest will be assessed on claims for unpaid wages. Any claim remaining unpaid after January 1, 1989, however, will be subject to applicable penalties and interest back to November 30, 1988, as will claims filed after January 1, 1989.

Future benefits estimate available now from S.S.

WASHINGTON, D.C. (TNS) —The Social Security Administration (SSA) has begun a new service which provides workers of all ages "Personal Earnings and Benefit Estimate Statements," including both past earnings information and future benefit estimates.

The new personalized statement will provide workers, upon request, with the following information:

- A yearly breakdown of earnings after 1950, subject to the Social Security tax with the corresponding estimated yearly FICA taxes;
- A wide range of benefit estimates, including disability and survivor's benefits, and realistic retirement estimates at a reduced

age, full retirement age, and age 70;

- Realistic estimates based on the worker's own calculations of anticipated future earnings, adjusted for projected real wage growth; and

- The number of earnings credits the worker needs in order to be insured for each type of benefit payment, including, retirement, disability, survivor's, and the worker's current number of credits.

The new earnings and benefit estimate statement will help workers understand what their Social Security tax dollars are paying for, and it will remind them of frequently overlooked disability and survivor's benefits for which they would be eligible.

Mack (from Page C)

bers along with California voters have sent the message that "less is not necessarily best," and support of government institutions and regulations is not outdated. People are willing to support schools, libraries, and highway construction where needed. Moreover, they are willing to support regulation when it comes to job safety, insurance, and, in other areas, whenever it appears that the pendulum has swung too far in favor of big business.

Finally

We close 1988 with optimism. Several of our recent organizing victories are ample evidence that the labor movement is still seen by workers as the most effective way to redress their grievances. Our collective bargaining successes in 1988 are indicative of the power that we as an institution possess. While the problems we confront in 1989 will not be simple, we have the resources and the will to prevail. Local 70 strength comes from its members and there has been no indication that our members have quit the struggle. The rally and demonstration this month against truck deregulation indicates the spirit and strength of our local.

On behalf of our officers, officials and staff, we extend to you and your families our very best wishes for a most joyous holiday season.

Faternally,
Chuck Mack
Secretary-Treasurer

Plant closing law is No. 1

Passage of the plant closing bill was perhaps workers' biggest legislative victory of the recent 100th Congress.

After vetoing trade legislation containing a provision to require companies to provide workers advance notification of plant closings and layoffs in May, a reluctant President Reagan in July 1988 finally allowed plant closing notification to become law under separate legislation. Plant closing was threatening to become a presidential election issue.

Numerous public opinion polls showed a vast majority of Americans supporting the requirement. And organized labor argued vehemently that plant closing notification was a basic issue of fairness. Every other industrial nation in the world mandated some form of advance notification. And the plant closing bill passed by Congress was rather modest, requiring only companies with more than 100 employees to provide advance notice.

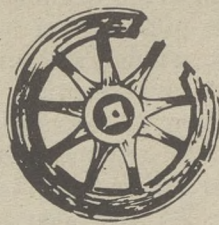
Polygraph ban hailed

In a major victory for all workers, a law passed in 1988 will eliminate as much as 80 percent of an estimated two million lie-detector tests. Last July, Congress passed and President Reagan signed bipartisan legislation outlawing the massive misuse by employers of polygraph (so called lie-detector) machines.

Specifically, the new law prevents employers from firing employees or denying applicants employment because they refuse to submit to a polygraph test. It severely limits testing of current employees unless there is "reasonable suspicion" that an employee has been involved in a work-related theft. An employer must then provide the employee with a written explanation of its reason for a polygraph test. Under the new law, employers will be fined up to \$10,000 per violation of a worker's rights.

—The Builders

In Memoriam



DOYLE, Jerome G., Oct. 3
GIBSON, Fred, Oct. 14
HARDAGE, Dale T., Oct. 15
KOGLER, Clarence "C.J.," Nov. 3
MERLO, Charles, Sept. 10
MOWBRAY, Charles, Oct. 8
NEWELL, Lloyd, Oct. 16
WILSON, Albert C., Oct. 2
WINDSOR, Jack D., Nov. 4

LOCAL UNION 70, CITY OF OAKLAND, CA
Affiliated with
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

Trustees Report

Period Covered: From October 1, 1988 to October 31, 1988

CASH RECEIVED	
Dues Including Hiring Hall, Agency fees & Difference in dues	\$173,691.97
Initiation and Reinitiation Fees	20,587.75
Withdrawal and Transfer Cards	22.00
Assessments	14,502.32
Funds for Transmittal for Members	744.50
Transfers of Funds	2,000.00
Receipts from Affiliates	22,290.00
Other Receipts	15,159.87
Benevolent Insurance	1,184.00
Total Cash Received	\$250,182.41

CASH PAID OUT	
Salaries	76,342.36
Payroll Adjustments	(1.00)
Expense Allowances	4,790.00
Per Capita Taxes	32,549.43
Contributions	100.00
Benefits Paid	54,112.93
Funds for Transmittal for Members	339.00
Refunds—Dues	782.00
Refunds—Initiation and Reinitiation Fees	255.00
Refunds Other—Assessments, Insurance, etc.	113.00
Office and Administrative	13,073.25
Legal Fees	4,170.10
Arbitrator Fees	3,510.70
Other Professional Fees	291.00
Taxes	6,133.29
Sick Benefit Committee Expense	6,850.74
Organizing Expenses	62.18
Meeting and Committee Expenses	778.41
Strike Expenses	7,405.67
Auto Expenses	3,603.62
Out-of-Town Travel Expenses	2,838.11
Other Activities	25,313.85
Total Paid Out	\$243,413.64

Net Increase (or Decrease) in Cash	6,768.77
Cash Balance Beginning of Period—General Fund—	
Checking Acc't.	120,859.24

CASH BALANCE END OF PERIOD—GENERAL FUND—	
CHECKING ACC'T.	\$127,628.01

STATEMENT OF ASSETS—Period ending October 30, 1988

	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
General Fund—			
Checking Account	\$ 120,859.24	\$ 6,768.77	\$ 127,628.01
Petty Cash	250.00	.00	250.00
Change Fund	600.00	.00	600.00
General Fund—Certificates of Deposit S/B	25,000.00		25,000.00
Cash in Special Funds	6,938.98	39.17	6,978.15
Savings—Sick Benefit Fund	3,053.57	(1,832.38)	1,221.19
Land	173,643.00		173,643.00
Buildings	428,824.00	.00	428,824.00
Office Furniture and Equipment	5,214.00	.00	5,214.00
Total Assets	764,382.79	4,975.56	769,358.35
Deduct: Obligations (Per List Below)	(2,195,537.22)	3,249.89	(2,192,287.33)
Net Assets	\$(1,431,154.43)	\$ 8,225.45	\$(1,422,928.98)

Date	Description	Date Due	Amount
10/88	Loan, International	2/01/2014	\$2,192,287.33
	Total		\$2,192,287.33

SCHEDULES		Amount
Item 9—Other Receipts		
Sale of Supplies	\$	9.00
Rent		2,700.00
Adm. Fees incl. Pkt. Assess.		5,933.56
East Bay Drayage		1,171.56
Refund—Travel Expenses		30.19
JC7—Pkt. Ext. Kansas City		2,835.23
CILB, A.C.		525.00
Great America		1,051.25
Other		904.08
Total		\$ 15,159.87

Item 20—Benefits Paid		
Out-of-Work Benefits Paid		23,695.00
Pension		10,521.81
Insurance—Group Life		5,637.46
Insurance—Health and Welfare		7,678.00
Insurance—Other		1,047.80
Retiree Dues		6.00
Workmens' Comp.		5,526.86
Total		\$54,112.93

Item 39—Other Activities		Amount
Education and Publicity		3,244.71
Building Maintenance		3,156.15
Mortgage and Loan Payments (Principal Only)		3,249.89
Interest		9,298.04
Rent Deposit Refunds		150.00
Reimb., H&W		200.00
Hardship Fund		4,921.90
Great America		1,051.25
Other		41.91
Total		\$25,313.85

Item 8—Receipts from Affiliates		Amount
International Out-Of-Work Benefits		22,290.00
Total		\$22,290.00

**BUY AMERICAN for
more Teamster jobs**

Local 85 drivers program scores again—perfect 100



BEHIND IT ALL—Local 85's Guidance Committee for its highly successful driver training course. (Left to right) Chairman Mike Thelen, Derek Brown, Paul Cruz, Bob Clendenny, and Bill Morrissey.

Another sixteen members of San Francisco Teamsters Local 85 have graduated from the Local's Rank-And-File Teamsters Seminar (R.A.F.T.S.) program and successfully passed their Class I driving tests at the Daly City Department of Motor Vehicles station.

They join twenty-four other Local 85 members who graduated from the program earlier this year and were upgraded. Their completion and qualification gives the Local 85 program a 100 percent record, all of the forty candidates entering Class I.

All-out support

The eight-week training program was started by Local 85 Trustee Mike Thelen who serves as Guidance Committee Chairman. Other members of the

committee are Business Agent Paul Cruz, and members Bill Morrissey, Bob Clendenny, and Derek Brown. Backing up the committee by rounding up equipment, both for the training course and the DMV test, were Business Agents Terry Hart, John Roach, and Phil Dindia.

Special plaques were awarded management representatives for their support of the program and generous use of the company equipment and facilities. They were Bill Schrupp and Kevin Kirkpatrick of S.E. Rykoff and Joe and Rocky Mussin and Ross Smiley of Cal Cargo.

Patti Bode-Kunakov and Barbara Moreno of the Local 85 office staff were given special thanks for their paperwork help and assistance.

Agreement with Coors

WASHINGTON, D.C. (TNS) —The Teamsters and Adolph Coors Company reached an agreement that went into effect November 1.

The agreement's major points are (1) a separate agreement between the International Brotherhood of Teamsters and Adolph Coors Company providing for the continued permanent cessation of the boycott of Coors and its products; (2) a representation election, independent of the National Labor Relations Board, to be conducted by a neutral third party; (3) an agreement to fair campaign practices by both parties; (4) the scheduling of a representation election for brewery workers possibly in December; and (5) a secret ballot election process which emphasizes employee freedom of choice to freely and fairly decide the question of union representation.

Election set

In accordance with the terms of the agreement, a representation election was scheduled for December 15. Roughly 1,600 workers will be voting.

"13th check" coming again

A "13th check" will be distributed again to retirees in December by the Western Conference of Teamsters Pension Trust.

Joint Council 7 Trustees Chuck Mack and Ben Leal said that members who retired before January 1, 1985 will receive \$195 and beneficiaries of such deceased members will receive \$97.50.

"Working" has birthday

"California Working," the sparkling labor-sponsored and labor-produced TV series, will celebrate its first anniversary on the air with its January, 1989 program.

The half-hour feature program about working men and women on the job went nationwide last September and is now offered to some 300 stations nationwide by the Public Broadcasting System. It is the only labor program on the PBS network.

Ed Herzog of the SEIU is the executive producer of the monthly program which is partially sponsored by Bay Area members and locals of the Teamsters Union.

The times and stations for the January program are: Monday, January 2, 6:30 p.m., KCSM Channel 60, San Mateo; Thursday, January 5, 6:30 p.m., KRCB Channel 22, Santa Rosa, and 9:30 p.m., KQEC Channel 32, San Francisco.

Trucking deregulation set for PUC rerun hearing

Teamster members throughout Northern California were preparing to protest deregulation of the trucking industry on Monday, December 12, in San Francisco. The rally and demonstration was to be held in conjunction with Public Utilities Commission hearings.

Teamsters were not alone. Union members from AFL-CIO affiliates, including the Machinists, and ILWU, planned to join the protest. More than 1,000 members were expected to assemble and send a loud and clear message that further attempts to erode regulation at the cost of Teamster jobs will not be tolerated.

Third time

This year's hearings marked the third consecutive year that either the Public Utilities Commission or State Legislature has debated the regulatory question. In 1986, the PUC, after listening to extensive testimony, opted to regulate California trucking. The Commission found that deregulation implemented in 1980 had destabilized the industry, generated destructive competition, caused severe disruptions in the labor force, and negatively affected highway safety. Last year, a deregulation bill was killed in the

State Senate by Teamster opposition.

This year's hearings are somewhat surprising. Regulation proponents are not aware of any significant improvements in the last two years that would warrant the re-opening of the regulatory debate. Local 70 Secretary-Treasurer Chuck Mack argues that the Public Utilities Commission is catering to the wishes of the state's large shippers.

"California trucking has stabilized to some degree in the last two years," Mack said. "There are still, however, significant safety and equipment problems. The system cannot stand further deregulation. It would appear that the Commission is doing the bidding of large shippers and that the Governor's most recent appointees are more supportive of big business and an economic theory than they are of the state's workers and consumers."

Rigs expected

The rally/demonstration was also expected to draw a good number of trucks, tractors and trailers, and Teamsters on the job, demonstrating their concern. Other interested groups, representing consumers and business, were expected to participate. Some Teamster local unions were having buses leave from their buildings. Members from Sacramento, Fresno, Stockton, and even Southern California were expected to participate. Many Teamster members and families were also planning to join the rally and express, by their presence, their concern and opposition.



Honor guest wore green



GOOD LUCK, DAN—Congresswoman Barbara Boxer was one of the retiring Joint Council 7 Trustee Dan Sullivan's friends at this recent retirement dinner.

Share your holiday blessings with others

HELP FOR SALINAS From Joint Council 7

Yes, I want to help our Brother and Sister Teamsters of Local 890 in their long and courageous holdout for fair union wages and benefits from United Foods. Please deposit the enclosed check or money order into the food and shelter strike fund.*

Name (Please print): _____

Address: _____ (STREET) _____ (CITY) _____ (ZIP)

Local: _____

Amount enclosed: \$5 _____ \$10 _____ \$15 _____ \$20 _____ \$ _____

Send to: **Local 890 Strike Committee**
207 North Sanborn Rd.
Salinas, CA 93905

*Not deductible as a charitable contribution for Federal income tax purposes



BULLETIN BOARD



Meetings and Notices

Joint Council 7

EXECUTIVE BOARD

CHUCK MACK	President
VINCE ALOISE	Vice-President
RALPH TORRISI	Secretary-Treasurer
AL COSTA	Recording Secretary
ROBERT MORALES	Trustee
BEN LEAL	Trustee
LEROY A. SALIDO	Trustee

The January meeting of Joint Council 7 delegates will be held on January 3, 1989 at 7:30 p.m. at 399 Fremont Street in San Francisco.
Chuck Mack, President

NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION

Re-adopted, May 1986

The following applies to all nominations and elections in Teamster Locals:

ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

ARTICLE II, Section 4(a)(2):

A Local Union in its Bylaws may require that a member, to be eligible for election to any office in the Local Union, must have attended a minimum number of the regular or divisional meetings of the Local Union, but not to exceed fifty percent (50%) during the twenty-four (24) consecutive months prior to nomination.

ARTICLE II, Section 4(g):

Elected officers of the International Union, Local Unions and other subordinate bodies shall be delegates to other subordinate bodies. Conventions of the International Brotherhood of Teamsters, and all other conventions by virtue of their office and in accordance with applicable provisions of this Constitution and the Bylaws of such other subordinate bodies.

NOTICE OF NOMINATION AND ELECTION OF JOINT COUNCIL 7 OFFICERS

Nominations of candidates for office in Teamsters' Joint Council 7 will be received at the regular delegates meeting scheduled for January 3, 1989. The election will take place at the regular delegates meeting scheduled for February 7, 1989.

Nominations will be made in accordance with the following provisions of Article IV of the Joint Council By-Laws:

Section 2. Nominations shall be made in the following order: President, Vice-President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees.

Section 3. Officers shall be elected from the delegates to the Joint Council. To be eligible for office a delegate must be in continuous good standing in the local in which he is a member for a period of twenty-four (24) consecutive months prior to nomination, as prescribed in the International Constitution, and the local of which he is a member must be in good standing with the Joint Council at the time of his nomination.

Section 4. A nominee may decline nomination. Nominations may be made of eligible delegates who are not present only if a written and signed consent to be nominated is presented to the presiding officer at the nomination meeting.

Elected officers serve for a term of four (4) years. No delegate may be nominated for more than one office. Voting procedures at the election re provided in Article V, Section 4 of the Joint Council By-Laws, which reads as follows:

Section 4. Voting shall be by secret ballot. Each delegate in good standing with his local shall be entitled to one (1) vote, provided that his local is in good standing with the Joint Council. Proxy or absentee or write-in voting shall not be permitted. Ballots shall be collected and counted by three (3) tellers appointed by the chair. The nominee for each office who received the most ballots of those cast shall be declared elected and installed immediately.

Chuck Mack, President

MONTHLY GENERAL MEMBERSHIP MEETINGS OF THE FOLLOWING LOCALS WILL BE HELD AS INDICATED:

Local 15, San Francisco

Regular meetings are held on the fourth Wednesday at 6 p.m.
Duane Jones, President

Local 70, Oakland

Fourth Thursday, at 8 p.m., at 70 Hegenberger Road, Oakland.
Because the Stewards and regular membership meetings fall in the same week and because of the Christmas holidays, the two meetings will be held concurrently on December 22, 1988.

Chuck Mack, Secretary-Treasurer

Local 78, Oakland

Fourth Monday, at 8 p.m., at 8055 Collins Drive, Oakland.
NOTE: Due to the holiday, the regular meeting will be on Monday, December 19, 1989, at 8 p.m.

Steve Mack, Secretary-Treasurer

Local 85, San Francisco

First Thursday, at 8 p.m., 1555 Burke Avenue, #P, in San Francisco.

NOTICE OF ELECTIONS

The ballots will be mailed on December 1st, and counted on December 19, 1988.

Write-in voting is prohibited as per the International Constitution, Article XXII.

After a candidate has accepted nomination, he/she may not, under any circumstances, revoke his/her acceptance after the ballots are printed, except where as a result of the revocation, the remaining candidate is unopposed.

The 50 percent meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

For a member to be eligible to nominate and otherwise participate in the nominations meeting, dues must be paid through the month prior to the month in which the nominations meeting is held, in accordance with International Constitution. Further, it would be helpful for all members to bring their most current dues receipt to this meeting.

Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Ron Wells, Secretary-Treasurer

Local 216, South San Francisco

Second Wednesday, at 8 p.m., at Santo Cristo Hall, 41 Oak Street, South San Francisco.

Dallas Allen, Secretary-Treasurer

Local 226, San Francisco

Quarterly meetings, third Wednesday in December and then in March at 6 p.m., at 459 Fulton Street, Suite 201, San Francisco.

Elias Phillips, Secretary-Treasurer

Local 278, San Francisco

The general membership meetings are held every third Tuesday of the month at 8 p.m. at the Apostleship of the Sea, 399 Fremont Street, in San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose

Second Tuesday, at 8 p.m., at 1452 North Fourth Street, San Jose.

NOTICE OF ELECTIONS

Election: The election shall be conducted by mail referendum ballot. The ballots will be mailed out on November 28, 1988, and will be counted on Monday December 12, 1988. To be eligible to vote, a member must have his/her dues paid through the month of November 1988.

Mario Gullo, Secretary-Treasurer

Local 296, San Jose

Fourth Thursday, at 8 p.m., at 3275 Stevens Creek Blvd., San Jose.
Ralph J. Torrissi, Secretary-Treasurer and Business Manager

Local 302, Hayward

General Membership meetings are held on the third Tuesday, at 8 p.m., at 492 "C" Street, Hayward.

NOTICE OF NOMINATIONS AND ELECTIONS

Nomination of officers and business representatives for Local 302 will take place on **Friday, November 4, 1988**, at 8 p.m. at Local 302's Meeting Hall, 492 "C" Street, Hayward, California. Candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, and one (1) Business Representative for a three-year term will be nominated at this meeting.

To be eligible to nominate and otherwise participate in the nomination meeting, a member must have his dues paid through October, 1988. Every member in good standing by the payment of his dues on or before the last business day of the current month, in accordance with the International Constitution, and who has been in such continuous good standing for each consecutive month in the twenty-four (24) month period immediately prior to nominations shall be eligible to hold office, if he is otherwise qualified under the International Constitution and these Bylaws. Prospective nominees are advised to verify, in advance of the nomination meeting, the eligibility of their nominators and seconders. To be eligible to nominate, a member must have his/her dues paid through the month of October, 1988.

Elections, Friday, December 9, 1988. The election of officers will be conducted by mail ballot referendum. To be eligible to vote, a member must have his/her dues paid through the month of November, 1988.

Joseph Di Prisco, Secretary-Treasurer

Local 315, Martinez

Second Wednesday, at 8 p.m., at 2727 Alhambra Avenue, Martinez.
Safeway meetings every Thursday at 7 p.m. in the Martinez Hall.

George Sveum, Secretary-Treasurer

Local 350, San Francisco

San Jose-Santa Clara District:

Teamsters Hall

1452 North 4th Street

San Jose, California

San Francisco District

San Francisco Electrician's Hall

55 Fillmore Street

San Francisco, California

General Membership meetings:

December 8, 1988, in San Francisco.

December 21, 1988, in San Jose.

Robert Morales, Secretary-Treasurer

Local 432, Oakland

The next quarterly General membership meeting will be held on Tuesday, December 13, 1988, at 7 p.m., at 8055 Collins Drive, Oakland.

The following officers were nominated and elected unopposed and unanimously by white ballot on Tuesday, November 8, 1988, for a three-year term commencing January 1, 1989:

Secretary-Treasurer/Business Agent—Robert R. Duncan

President—Gilbert A. Olivera

Vice President—Victor V. Bruckner

Recording Secretary/Business Agent—Kenneth D. Cobb

Trustees—Edward C. McLean, Kenneth J. Souza, and Henry C. Petersen

Robert Duncan, Secretary-Treasurer

Local 484, San Francisco

The following officers of Bakery Wagon Drivers and Salesmen Local 484 were nominated and elected unopposed and unanimously by white ballot on Tuesday, October 25, 1988, at the General Membership meeting:

Recording Secretary

President

Vice President

Secretary-Treasurer

Trustee

Trustee

Trustee

Joseph J. Ault

John Hyland

Mel Oliver

Patrick O'Leary

Don DiBasilio

Mike Moran

John Bottali

At the Executive Board Meeting of November 15, 1988, Lloyd Wilkinson was appointed Assistant Business Agent and Greg Ketchum was appointed Warden in the manner in the International Constitution.

Special Annual Membership meeting will be:

DATE: Tuesday, December 13, 1988

PLACE: Apostleship of the Sea
399 Fremont Street, San Francisco, CA

TIME: 7 p.m.

For members North of Petaluma: You have the option of attending this meeting and participating in the decisions to be made, or attending a meeting to be held in Santa Rosa on Tuesday, December 20, 1988, at 7:30 p.m. at the El Rancho Tropicana, 2200 Santa Rosa Avenue, Santa Rosa, CA.

Joseph Ault, Recording Secretary

Local 490, Vallejo

Second Tuesday, at 7 p.m., at 445 Nebraska Street, Vallejo.

Casey Sawyer, Secretary-Treasurer

Local 576, San Jose

Second Wednesday, at 8 p.m. at 1510 Park Avenue, San Jose, CA.

Louis D. Riga, Secretary-Treasurer

Local 588, Hayward

NOTICE OF ELECTIONS

Elections: The election of officers will be conducted by mail ballot referendum. To be eligible to vote a member must have his/her dues paid through the month of November 1988.

The ballots will be counted on **Tuesday, December 13, 1988** and the results will be announced on December 15, 1988. Copies of rules governing elections are available at the Union office.

Leroy A. Salido, Secretary-Treasurer

Local 624, Santa Rosa

Fourth Thursday, at 8 p.m. at the Santa Rosa Veterans Building, 1351 Maple Avenue, Santa Rosa.

Reminder: Local 624's office hours are 7:30 a.m. to 4:30 p.m. and it is closed for lunch from 12:30 p.m. to 1:30 p.m. No monies or dues will be accepted after the close of a business day. There will be no exceptions.

Al Andrade, Secretary-Treasurer

Local 665, Daly City

Fourth Monday, at 8 p.m., at 6540 Mission Street, Daly City.

David E. Powell, Secretary-Treasurer

Local 853, Oakland

Second Thursday, at 8 p.m., at 8055 Collins Drive, Oakland.

Al Costa, Secretary-Treasurer

Local 856, San Francisco

The December general membership meeting will be held on December 27, 1988, at Local 853's hall, 8055 Collins Drive, Oakland.

Ben Leal, Secretary-Treasurer

Local 860, Daly City

Second Wednesday, at 6 p.m., at 1119 Hillside Blvd., Daly City, CA.

John C. Becker, Secretary-Treasurer

Local 890, Salinas

Second Thursday, at 8 p.m. at 207 Sanborn Road, Salinas.

Franklin L. Gallegos, Secretary-Treasurer

Local 896, Oakland

BAY AREA SOFT DRINK: Saturday, December 17, 1988, at 10 a.m., at 8400 Enterprise Way, Oakland.

ANHEUSER-BUSCH/BELL DISTRIBUTING: Sunday, December 18, 1988, at 5:00 p.m., at the City of Suisun City, Community Recreation Center, 586 Wigeon Way, Suisun.

Maps are available through your shop stewards.

Robert Mattingly, Business Representative

Local 912, Watsonville

General membership meetings are held as follows at 163 West Lake Avenue, Watsonville.

HEAVY DUTY & SALES: Third Wednesday at 8 p.m.

FROZEN FOOD & CANNERY APPLES: Fourth Tuesday at 8 p.m.

NOTICE OF NOMINATIONS AND ELECTIONS

Nomination of officers and Business Agents of Local 912 will take place on November 20, 1988, at 9 a.m. at the Veteran's Hall, 215 E. Beach Street in Watsonville. Candidates for the offices of President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, and two (2) Business Agents for a three-year term will be nominated at this meeting.

To be eligible to nominate and otherwise participate in the nomination meeting, a member must have his dues paid through October, 1988. Every member in good standing by the payment of his dues on or before the last business day of the current month, in accordance with the International Constitution, and who has been in such continuous good standing for each consecutive month in the twenty-four (24) month period immediately prior to nominations shall be eligible to hold office, if he is otherwise qualified under the International Constitution and these Bylaws. Prospective nominees are advised to verify, in advance of the nomination meeting, the eligibility of their nominators and seconders. To be eligible to nominate, a member must have his/her dues paid through the month of October 1988.

Election: The election shall be conducted by mail referendum ballot. The ballots will be mailed out on December 2, 1988, and will be counted on Thursday, December 22, 1988. To be eligible to vote, a member must have his/her dues paid through the month of November, 1988. Also, regarding seasonal workers, Article 22, Section 4C of the International Constitution outlines guidelines for these workers.

Sergio Lopez, Secretary-Treasurer

BOARD, Next Page

Board (from Page 6)

Local 921, San Francisco

Meets every other month on the fourth Wednesday at Union Hall, 450 Harrison Street, San Francisco. Next meeting will be in January (January 25).

Day employees: 8:30 p.m.

Night employees: 1:00 p.m.

The following officers of Newspaper and Periodical Drivers and Helpers Local 921 were declared elected October 31, following a mail referendum vote:

President/Business Agent
Secretary-Treasurer
Vice President
Recording Secretary
Trustee/Business Agent
Trustee
Trustee

P.G. Sandifer
Ben Papapietro, Jr.
Mike Dennis
Adele DeCampli-Cirkelis
Jack Ford
Bob Poggi
Bob Gray

Ben R. Papapietro, Jr., Secretary-Treasurer

East Bay Teamster Retirees

Monthly membership meeting is held on the third Wednesday, at 11 a.m., at Local 70's Auditorium, 70 Hegenberger Road, Oakland.

George King, President

Local 315 Retirees Club

Local 315 Retirees Club meets the third Tuesday of every month at 10 a.m., at Local 315's hall, 2727 Alhambra Avenue, Martinez.

Dick Fleming, President

Central Coast Retiree Club

Last Thursday of each month at Local 890's office, 207 North Sanborn Road, Salinas. The December meeting will be held on the second Thursday of the month.

Don Smith, President

Local 856 Retiree Club

The second annual Christmas luncheon will be on December 6, 1988, at 11:30 a.m. at Local 588's hall, 492 C Street in Hayward. Please purchase tickets in advance by calling Madge Basuino at (415) 357-8918.

Madge Basuino, President

Teamsters Retiree Club of Santa Clara County

Monthly meeting is held on the third Thursday, 10:30 a.m., at the Local 287 meeting hall, 1452 4th Street, San Jose.

Gilbert A. Garcia, President

Local 278 Retiree's Club

The next luncheon meeting will be on December 14, 1988, at 12 noon, at the Granada Cafe, 4753 Mission Street, San Francisco.

Richard Wagner, President

Labor classes start at CCSF on January 9th

Two new daytime courses are included in the Labor Studies Program at San Francisco Community College for the spring semester starting January 9, Program Coordinator Barbara Byrd has announced.

The daytime offerings are another step in a new effort by the college to make the studies increasingly available to all working men and women by also covering the daylight hours for the benefit of the courses are taught at night, or on Saturdays.

The two new daytime courses are Labor Law, given on Tuesdays and Thursdays from 11 a.m. to 12:30 p.m., running from January 11 to May 18; and Women's Work Issues, a short-term course given on Mondays and Wednesdays, from 12 noon to 1:30 p.m., running from February 27 to April 12.

Other courses being offered, most all during the early evening

hours, and several on Saturdays, include: The American Labor Movement, Collective Bargaining, Economics for Labor Leadership, Grievance Handling and Arbitration, Women's Employment Issues, Rights and Discrimination in the Workplace, Union Organizing, Labor Relations in the Building Trades, Advanced Steward Training, Unions Around the World, and Assertiveness Training.

Completion of the courses earn college credit toward a Certificate in Labor Studies, an Associate in Arts degree, and a Bachelor of Arts degree.

There is a charge of \$5 per unit, up to nine units, or \$50 for ten units or more. Tuition grants are available. The courses are also approved for GI Benefits funding.

Additional information and details can be obtained by calling (425) 239-3090.

McCarthy

(from Page 2)

rogatories, and document requests being conducted by both sides, Grady said that, "General President McCarthy has directed a 100 percent effort to gain our ultimate victory. I assure you that, with your continued support, we shall overcome."

McCarthy also reviewed for attendees the appointments he has made in the top posts of various IBT divisions and conferences since assuming the job of General President. Additionally, he spoke on recent contract negotiations and strike settlements, on the continuing importance of DRIVE, and about a renewed emphasis on organizing, particularly in the trucking and warehouse industries.

Governor there

Delegates at the session also heard from Illinois Governor Jim Thompson, who welcomed attendees to Chicago and to the city's McCormick Place Convention Center, a union-built, union-operated hall. Thanking Teamsters for their support during his repeated successful bids for governor, Thompson said he was "proud of the support I've received from organized labor over the years."

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following firms because they are currently involved in a labor dispute:

EAST BAY

Gateway Bus Company
Big "O" Tires, Richmond
Martinez, Hayward and
Oakland
Checker Cab Co.
Associated Cabs
Reliable Cab Co.
Country Maid Creamery Products
Glacier Ice Company
Roberts Tire Co.
Alameda Hospital
Chapel of the Chimes
Daily Review
Smiser Freight Services
Jess C. Spencer Mortuary
Patron Service, Berkeley
Chapel of the Valley Mortuary
(Castro Valley)
Keith's Tire Center

SAN FRANCISCO

A. D'Angelo & Sons
Light Soda on Tap
San Francisco Ambulance
Service
Smith Corona Marchant Corp.
W. W. Gainger Co.
Monroe Motors
Coit Drapery Cleaners
Park Lane Cleaners
French Drapery
Keith's Tire Centers
Corard Tire Service
Dy Doe Wash Co.
Aero Messenger Service
Special T
Mail Delivery Service
Redco Delivery Service
Armored Transport Co.
Melody Paint Co.
3rd Street Auto Supply
Lacquer Service
Campbell Auto Parts
Cresta Bros.
The Safety House
Scenic Tours Bus Co.
Arvey Paper
San Francisco Autocenter
Van Ness Auto Plaza, Inc.
European Motors, Ltd.
Ron Greenspan VW/Subaru, Inc.

PENINSULA

Walgreen's
(Daly City)
Parts Exchange (Partex),
(So. San Francisco)
Commercial Tire Warehouse
Tire Master, Inc.
Howard Tire Service
Crown Imports Co., Inc.

Coit Drapery Cleaners
(Burlingame)
Dydee Wash & Co.
(So. San Francisco)
Bakers of Paris
(So. San Francisco)
Coast Side Scavenger Co.
(Pacifica)
International Marine Paint
Harbor Ready Mix

SANTA CLARA COUNTY

All Jersey
Gilroy Motors
Pixie and Booster Bread Co.
Bayshore Friction Materials
Tire Outlet
Brentwood Farms
General Appliances Co.
Goldeen's Home Furnishing
Discount Furniture Co.
Garrard Tire Co.
Bayshore W. D. Warehouse
Fernstrom Moving & Storage
Servi Soft, San Jose
Able Lable Tire Co., "d-b-a"
Emporium Tire Center
American Auto Parts
Marx Chevrolet
Keith's Tire Center
California Cheese Co.
Parola Cheese Co.
Glacier Ice Company

SAN JOSE

Coors Distributing Co.
of San Jose
Dab German Beer
Grosch Beer
Killian Red
Mackeson Stout
Moosehead Beer
Whitbread Ale
Browning and
Ferris, Ind.
O'Connor Hospital

SAN LEANDRO

Toyo Tire
George Orin Tires
City Cab Co.
Bankers Printco Co.
Ben Belger Buick Fiat

SAN PABLO

Goodyear

OAKLAND

Yellow Cab Co.
George Orin Tires

REDDING

Redding Tire
Sierra Tire
Foothill Distributors
Pepsi Cola of Redding
C & J Tire
Cal Liquid Gas
Foothill Distributing
Boyd's Coffee
Glassburn Motors
F. B. Hart
Hugh's Tire
Motor Supply
Nor Cal Welding Supply
Redding Beverage
Redding Kenworth
76 Redding Truck Plaza
Rodway Chevrolet
Rother's Parts and Tires
Shas-cade Distributing
Sierra Tire Company
Taylor Motors
Nor Cal Beverages
Seven Up Bottling Co.

SANTA ROSA

Coors Beer
Pepsi-Cola
Schultz Bros. Van & Storage
Bevon-Pearson Van & Storage
McLeas General Tire
Seven-Up Company

SONOMA COUNTY

Groskup-Weider Trucking Co.
Empire Sanitation

MARIN COUNTY

Empire Sanitation

MENDOCINO COUNTY

Jensen's Truck Stop
Mendocino Van & Storage Co.

MONTEREY

Pyramid Van & Storage

NAPA

Kenyon Building Supply

ALBANY

Goodyear

BENICIA

Lutz Tire Co.

CONTRA COSTA COUNTY

Cadillac Ambulance
Martinez Bus Lines

BAY AREA

Gerard Tire Service
Big "O" Tires
Northern California Savings
and Loan Association
Sunnyside Farms
USA Today
Sealy Mattress
Brooks Cameras

HUMBOLDT and DEL NORTE COUNTIES

Tri City newspaper
Arcata Union newspaper
Humboldt Beacon newspaper
Arcata Ready Mix
Fortuna Ready Mix
Whitely Tire & Oil
T P Tire Service
Tetrault Tire Service
Cooper Tire Service
Trombetta Distributors
Glaser Bros.
L & S Distributors
Andrew Rosaia Company
North Coast Distributors

Bargains

Joint Council 7 is doing
some early spring cleaning!

FOR SALE:

SAVIN 750 COPIER

Very dependable. Best
offer.

SCRIPTOMATIC

Thirty-eight. Best offer.
(Scriptomatic is a card
system used for addressing
envelopes quickly. Type the
card and it reproduces on
the envelopes.)

Give to DRIVE

IN MEMORIAM

Joint Council 7 officers extend condolences to the families and
friends of the following Teamster members who died recently:

DOYLE, Jerome G., Local 70
GIBSON, Fred, Local 70
HARDAGE, Dale T., Local 70
KOGLER, Clarence, "C.J.," Local 70
MERLO, Charles, Local 70
MOWBRAY, Charles, Local 70
NEWELL, Lloyd, Local 70
WILSON, Albert C., Local 70
WINDSOR, Jack D., Local 70
WILGUS, Bernard J., Local 78
COTTON, Patrick, Local 85
DOOLEY, Robert J., Local 85
KEECH, D.L., Local 85
LUJAN, Raul, Local 85
PATTERSON, James L., Local 85
SAVIN, Louis, Local 85
D'OLIVO, Ralph, Local 226
FARCICH, Tony, Local 226
DELLAFOSSE, Herman, Local 278
HARROLD, William, Local 278
JACOBSON, Robert, Local 287

JONES, Robert, Local 287
RABONG, Richard, Local 287
O'DELL, James, Local 432
DRURY, Dennis, Jr., Local 624
JACKSON, Lewis, Local 853
ROBERSON, Edna, Local 853
RUE, Richard E., Local 853
TRIAN, Christopher, Local 853
VALENTINE, James, Local 853
WALKER, Vernon, Local 853
CARCIONE, Joseph, Local 856
DAMI, Rachael, Local 856
VANN, John T., Local 856
MURPHY, George, Local 860
BARNES, Donald, Local 890
POSOS, Miguel, Local 890
ENGLISH, Emmett J., Local 896
GIORGI, James C., Local 896
GORDON, Paul, Local 896
NAVARRO, Guadalupe, Local 912
GERMANE, Eden, Local 921

Happy Holidays FROM YOUR UNION LOCALS



by Barbara Wolfe, Local 856

'Twas right before Christmas in Labor's great house, and Labor's still proving it's man and not mouse. The strike at Lucky is over at last, and lockout at Safeway is part of the past.

The Fleming strike's over, we're pleased to mention, after seventeen weeks and picket extension.

For freezes and rollbacks employers did scheme, forgetting that Teamsters work as a team.

Though Teamster strikes appeared in profusion, they generally came to successful conclusion.

The Car Haul contract with three years to run, has increases showing a job well done.

Sadly, we lost Brother Presser this year; a man with a long and distinguished career.

But Billy McCarthy, a well-seasoned man, has taken the reins as only he can.

Frank and aggressive, his service is long; a leader who'll see that the Teamsters stay strong.

With the will of the members the primary goal, endorsement was made through a Presidential poll.

Though not the choice of many who wrote; we're pleased by the right we all had to vote.

The Justice Department still rattles its saber, with a view to destroying Organized Labor.

And deregulation continues its rattle, so Teamsters gear down for yet one more battle.

It's been a tough year, we've been ably led, and visions of progress still dance in our head.

We are Teamsters, united, in one common cause, as we approach this season of Santa Claus.

Collectively speaking, we're doing all right. MERRY CHRISTMAS TO ALL. MAY YOUR GOD TREAT YOU RIGHT.

Local 216's Secretary-Treasurer Dallas Allen received an early gift this holiday season. He became a grandfather for the sixth time on November 9th. Christian Thuesen Allen, son of Dallas Jr. and Marianne Allen, weighed in at 8.14 ounces. Thuesen is grandmother Nancy Allen's maiden name. We will report back in June when Number

Seven arrives.

We heard that Business Agent Don Gomez is brushing up his shorthand. Chuck Mack's secretary, Blanca Martinez, decided to accompany her husband Hector to the Big Apple, so Don figures that anyone who wants to speak to Chuck better have a notepad in his hand.

We received a postcard with a

picture of the Monument to Lenin in October Square, Moscow, from our Local 70 retiree, globe-trotter Bernie Kearns. She told us she has visited Red Square, the Bolshoi Ballet, and the Kremlin. Ah... roll on Teamster retirement.

Special thanks to Alex Koliopoulos, a Local 665 retiree and former employee of A.D. Automotive, for remembering the members on strike at United Foods. Alex stopped by our office with a couple of boxes of very nice used clothing and his best wishes.

We asked Local 15, the Mailers Union, what was going on in their office and Barbara Harran said that when her grandson Tyler O'Keefe came to visit, he was disappointed to find no children his own age in the neighborhood. When Grandma Harran volunteered to substitute, she found herself in a game of football. She is still counting her blessings because she did not break any important parts when she found herself on his skateboard.

Frances Cavallero, Local 296's lead secretary, was pleased to see so many people at Dave Torres' retirement dinner. She said to tell everyone that she enjoyed being able to match so many beautiful Teamster faces to the many telephone friends. Fran added that she is very proud to be a part of a local union which received a white ballot.

LOCALS

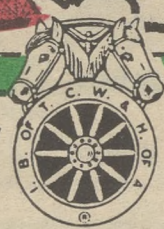
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A GREAT NEW



YEAR IN 1989!

